

## **Culture and Inclusion: Results of the 2021 Pulse Survey**

### **Summary of October 15, 2021 Frost Center Friday Discussion and Recommended Action Steps**

#### **Who at Hope College (positions or departments) would benefit from the information shared today?**

Frost Center Friday handouts were sent to Deans' Council, Provost, President, divisional Deans were asked to share with their chairs, and posted on the Frost Center website.

#### **Thinking about your own work at Hope, how will you use what you've learned today?**

Increasing awareness among staff and faculty regarding differences in people's Hope experiences and doing a better job at listening to and taking seriously those who report feeling unheard or not valued; increased intentionality of efforts to be inclusive and engage all; recognizing our own growth or need for growth and how we individually benefit from being inclusive; using our mission as the point where we all agree and then building from there.

#### **How might data from this survey continuously inform decisions for the benefit of our students?**

Prioritizing data and sharing data to inform decisions, action plans, and conversations (healthy discourse)-data is not enough, it needs to inform changes and actions; including data like this in annual department-level retreats and planning conversations.